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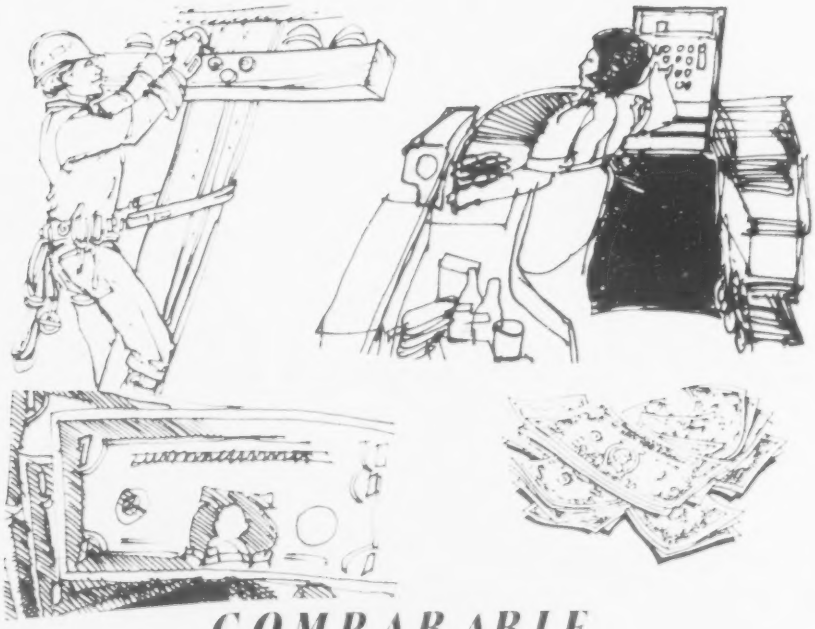
July

JOB SERVICE WISCONSIN

Wisconsin Employment and Economic Indicators



COMPARABLE WORTH?

WISCONSIN DATA AND SOURCES

	INDICATOR	SOURCE
L1	Composite Index of Leading Indicators	Wis.Dept. of Industry, Labor and Human Relations
L2	Average Work Week, Manufacturing	Wis. Dept. of Industry, Labor and Human Relations
L3	Average Overtime Hours, Mfg.	Wis. Dept. of Industry, Labor and Human Relations
L4	Average Weekly Initial Claims	Wis. Dept. of Industry, Labor and Human Relations
L5	Total Job Openings Received	Wis. Dept. of Industry, Labor and Human Relations
L6	New Business Incorporations	Wisconsin Secretary of State
L7	Net Gain in Business Phone Access Lines	Wis. Telephone Co. and General Telephone Co.
L8	Building Plans Examined	Wis. Dept. of Industry, Labor and Human Relations
C1	Help-Wanted Advertising Index (Milw.)	National Industrial Conference Board
C2	Total Unemployment Rate	Wis. Dept. of Industry, Labor and Human Relations
C3	Natural Gas Sales	Wisconsin Public Service Commission
C4	New Car Registrations	Wis. Department of Transportation
C5	Electric Power Sales	Wisconsin Public Service Commission
C6	Total Securities Registrations	Wisconsin Commissioner of Securities
C7	Personal Income	"Business Week," McGraw Hill
C8	Average Weekly Earnings, Mfg	Wis. Dept. of Industry, Labor and Human Relations
C9	Cash Receipts From Farm Marketing	U.S. Department of Agriculture
C10	Contract Construction Employment	Wis. Dept. of Industry, Labor and Human Relations
X1	Birth Registrations	Wis. Department of Health and Social Services
X2	Death Registgrations	Wis. Department of Health and Social Services
X3	Natural Net Gain in Population	Wis. Department of Health and Social Services
X4	Marriage Registrations	Wis. Department of Health and Social Services
X5	Consumer Price Index (Milwaukee)	U.S. Bureau of Labor Statistics
X6	Index of Prices Received By Farmers	Wisconsin Department of Agriculture
X7	Net Gain in Residential Phone Access Lines	Wis. Telephone Co. and General Telephone Co.
X8	Labor Disputes, No. of Workers	Wis. Dept. of Industry, Labor and Human Relations
X9	Manufacturing Employment	Wis. Dept. of Industgry, Labor and Human Relations

NOTES: Selected series are seasonally adjusted by the Bureau of the Census X-11 Variant of the Census Method II Seasonal Adjustment Program. The adjusted data are plotted on arithmetic scales.

SECTION A is a summary of recent data and current changes for all indicators and is presented in chart form. The indicators are presented with cyclical timing as the principle basis of classification.

SECTION B is a summary of Wisconsin Labor Force Estimates, including Employment, Unemployment and Unemployment Rates, and selected U.S. data.

SECTION C analyzes the Wisconsin labor force by industry and by specified Standard Metropolitan Statistical Areas.

SECTION D singles out certain economic time series as being leading or coinciding in relation to movements in aggregate economic activity. They are seasonally adjusted and presented graphically. The indicators are grouped by cyclical timing.

THE WISCONSIN ECONOMY

SUMMARY FOR JUNE

TOTAL EMPLOYMENT THROUGHOUT WISCONSIN SHOWED A DAZZLING MAY TO JUNE PERFORMANCE BY INCREASING TO A NEW RECORD LEVEL. THE JUNE INCREASE WAS SHARPER THAN IS SEASONALLY NORMAL AND MOST SECTORS OF EMPLOYMENT HAD GAINS IN SEASONAL TRENDS.

UNEMPLOYMENT, HOWEVER, ALSO INCREASED, BUT, THE INCREASE WAS WEAKER THAN IS NORMAL FOR JUNE.

THE STATE'S LEADING INDICATORS OF ECONOMIC ACTIVITY SHOWED MIXED SIGNALS IN JUNE, WITH THOSE GIVING NEGATIVE SIGNS OUTNUMBERING THE POSITIVE INDICATOR MOVEMENT.

LEADING INDICATORS

Wisconsin's leading indicators of economic activity gave mixed signals in June. Though the state's composite index of leading indicators decreased, some indicators did show positive signs.

The length of the average workweek for production workers in manufacturing increased by 2-tenths of an hour, which is slightly above the seasonally normal trend. The increase of overtime hours matched the workweek growth, but that is right on the usual seasonal pattern. Thus, the longer-hours-per week trend resulted from "straight-time" increases, and that signifies economic gain, particularly with June's manufacturing employment growth of over 7-thousand.

The average weekly number of initial claims for unemployment compensation increased in June. An increase of claims is normal for this month, but this June's growth surpasses the usual seasonal amount.

The number of job openings received by state Job Service offices decreased in June by over 11 percent. Job openings received usually shows a hefty increase from May to June, thus, this month's figure is well below the seasonal trend. However, it also appears that the June influx of summer job seekers into the labor market was not as large as it has been in other pre-recession Junes.

WISCONSIN LABOR FORCE

Employment throughout Wisconsin set an all-time record during the May to June period. The employment level reached 2,282,300 working employees, up by 800 from the old record set in June of 1979. Employment normally does increase significantly during June, but this month's rise is a bit sharper than normal.

The number of unemployed also increased in June. That's the first unemployment increase this year. However, the increase was weaker than normal for June which usually posts strong unemployment increases from students seeking summer work.

Growth of the state's labor force is what permitted the increase of both employment and unemployment. This June's increase was over 27-thousand more job holders and job seekers. That is still a little less than is normal when factoring in seasonal patterns.

Of the major industry sectors, manufacturing, trade, and service all had healthy gains of employment; while construction had moderate gains. The finance, insurance and real estate sector added nearly 1,000 jobs, but that was a weaker than normal performance for June. The transportation and public utilities sector and the government sector had losses of employment.

Section

A WISCONSIN ECONOMIC INDICATORS

INDICATOR	UNIT	MONTHLY SERIES Latest Month		Mo/Ago	Yr/Ago	% CHANGE Mo/Ago	Yr/Ago	AVG. 1983
LEADING INDICATORS								
L1 COMPOSITE INDEX OF LEADING INDICATORS								
Seasonally Adjusted	INDEX	68.5	Jun	75.6	55.0	-9.4	24.5	58.0
L2 AVG. WORK WEEK, MFG.								
Unadjusted	HOURS	41.2	Jun	41.0	40.8	0.5	1.0	40.7
Seasonally Adjusted		41.2		41.1	40.7	0.2	1.2	
L3 AVG. OVERTIME HOURS, MFG.								
Unadjusted	HOURS	3.2	Jun	3.0	2.8	6.7	14.3	2.8
Seasonally Adjusted		3.3		3.3	2.9	0.0	13.8	
L4 AVG. WEEKLY INITIAL CLAIMS								
Unadjusted	NUMBER	8,306	Jun	7,455	15,491	11.4	-46.4	14,694
Seasonally Adjusted		9,364		9,261	17,455	1.1	-46.4	
L5 TOTAL JOB OPENINGS REC.								
Unadjusted	NUMBER	9,230	Jun	10,415	8,076	-11.4	14.3	7,099
Seasonally Adjusted		7,559		10,894	6,615	-30.6	14.3	
L6 NEW BUSINESS INCORPORATIONS								
Unadjusted	NUMBER	573	Jun	634	686	-9.6	-16.5	544
Seasonally Adjusted		497		626	595	-20.6	-16.5	
L7 NET GAIN IN BUSINESS PHONES ACCESS LINES								
Unadjusted	NUMBER	1,717	Jun	1,691	572	1.5	200.2	892
Seasonally Adjusted		266		139	1,034	91.4	-74.3	
L8 BUILDING PLANS EXAMINED								
Unadjusted	NUMBER	515	Jun	526	487	-2.1	5.7	275
Seasonally Adjusted		357		498	338	-28.3	5.6	
ROUGHLY COINCIDING INDICATORS								
C1 HELP-WANTED INDEX (MILW.)								
Seasonally Adjusted	INDEX	52	Jun	43	35	20.9	48.5	38
C2 UNEMPLOYMENT RATE, TOTAL								
Unadjusted	PERCENT	7.1	Jun	6.9	10.0	-	-	10.4
Seasonally Adjusted		7.5		8.0	9.7	-	-	
C3 NATURAL GAS SALES								
Unadjusted	MIL. THERMS	249.2	Apr	393.8	263.6	-36.7	-5.5	247.9
Seasonally Adjusted		237.6		292.6	251.3	-16.8	-5.5	
C4 NEW CAR REGISTRATIONS								
Unadjusted	NUMBER	20,272	Jun	18,207	23,417	11.3	-13.4	14,429
Seasonally Adjusted		13,826		18,684	15,966	-26.0	-13.4	
C5 ELECTRIC POWER SALES								
Unadjusted	MIL. KWH	1733.6	Apr	1902.0	1624.9	-8.9	6.7	1,765
Seasonally Adjusted		1830.6		1861.1	1716.1	-1.6	6.7	
C6 TOTAL SECURITIES REGISTRATIONS								
Unadjusted	MIL. DOL.	77.4	Jun	67.1	85.4	15.4	-9.4	143.3
Seasonally Adjusted		83.7		48.1	92.4	74.0	-9.4	

Section

A WISCONSIN ECONOMIC INDICATORS

INDICATOR	UNIT	MONTHLY SERIES Latest Month		Mo/Ago	Yr/Ago	% CHANGE Mo/Ago	Yr/Ago	AVG. 1983
C7 PERSONAL INCOME								
Unadjusted	MIL. DOL.	4,734	Mar	4,710	4,289	0.5	10.4	4,449
Seasonally Adjusted		4,782		4,762	4,331	0.4	10.4	
C8 AVG. WEEKLY EARNINGS, MFG.								
Unadjusted	DOLLARS	412.82	Jun	412.05	400.25	0.2	3.1	398.01
Seasonally Adjusted		412.41		411.63	399.71	0.2	3.2	
C9 CASH RECEIPTS FROM FARM MKTG.								
Unadjusted	MIL. DOL.	383.3	Apr	412.0	384.4	-7.0	-0.3	415.3
Seasonally Adjusted		406.0		427.8	407.3	-5.1	-0.3	
C10 CONTRACT CONSTRUCTION EMPL.								
Unadjusted	THOUS.	60.0	Jun	56.1	57.0	7.0	5.3	55.0
Seasonally Adjusted		55.4		55.7	52.6	-0.5	5.3	
OTHER KEY INDICATORS								
X1 BIRTH REGISTRATIONS								
Unadjusted	NUMBER	5,721	Jun	5,892	5,574	-2.9	2.6	6,006
Seasonally Adjusted		5,756		5,496	5,610	4.7	2.6	
X2 DEATH REGISTRATIONS								
Unadjusted	NUMBER	3,313	Jun	3,500	3,235	-5.3	2.4	3,391
Seasonally Adjusted		3,469		3,448	3,388	0.6	2.4	
X3 NATURAL NET GAIN POPULATION								
Unadjusted	NUMBER	2,408	Jun	2,392	2,339	0.7	2.9	2,615
Seasonally Adjusted		2,285		2,067	2,218	10.5	3.0	
X4 MARRIAGE REGISTRATIONS								
Unadjusted	NUMBER	4,600	Jun	3,906	4,327	17.8	6.3	3,340
Seasonally Adjusted		3,343		2,790 (Mar)	3,145	19.8	6.3	
X5 CONSUMER PRICE INDEX (MILW.)								
Unadjusted	INDEX	320.5	May	316.8	308.8	1.2	3.8	309.5
X6 PRICES RECEIVED BY FARMERS								
Unadjusted	INDEX	142	Jun	142	141	0.0	0.7	142
Seasonally Adjusted		142		141	141	0.7	0.7	
X7 NET GAIN IN RESIDENTIAL PHONES ACCESS LINES								
Unadjusted	NUMBER	320	Jun	-4,426	-435	107.2	173.6	872
Seasonally Adjusted		-74		-21	726	-252.4	-110.2	
X8 LABOR DISPUTES, NO. OF WORKERS								
Unadjusted	NUMBER	299	Jun	459	1,777	-34.9	-83.2	2,542
Seasonally Adjusted		221		567	1,314	-61.0	-83.2	
X9 MANUFACTURING EMPL.								
Unadjusted	THOUS.	507.2	Jun	499.8	488.6	1.5	3.8	486.0
Seasonally Adjusted		505.2		505.4	486.7	-0.04	3.8	

Section

B LABOR FORCE ESTIMATES

WISCONSIN LABOR FORCE ESTIMATES JUNE	(In Thousands)			Pct. Chg.	
	Latest Month	Month Ago	Year Ago	Month Ago	Year Ago
Unadjusted					
CIVILIAN LABOR FORCE	2457.6	2430.0	2459.5	1.1	-0.1
Employment (Inc. Labor Disputes)	2282.3	2261.8	2213.2	0.9	3.1
Unemployment	175.3	168.2	246.2	4.2	-28.8
Unemployment Rate	7.1	6.9	10.0	-	-
Seasonally Adjusted					
CIVILIAN LABOR FORCE	2431.0	2434.4	2390.8	-0.1	1.7
Employment (Inc. Labor Disputes)	2247.7	2240.5	2158.0	0.3	4.2
Unemployment	183.3	193.9	232.8	-5.5	-21.3
Unemployment Rate	7.5	8.0	9.7	-	-

WISCONSIN EMPLOYMENT ESTIMATES JUNE	(In Thousands)			Pct. Chg.	
	Latest Month	Month Ago	Year Ago	Month Ago	Year Ago
TOTAL NONFARM WAGE AND SALARY WORKERS	1929.7	1902.9	1866.8	1.4	3.4
Unadjusted					
Manufacturing	507.0	499.4	486.9	1.5	4.1
Mining	2.9	2.6	2.7	11.5	7.4
Contract Construction	60.0	56.1	57.0	7.0	5.3
Transportation and Public Utilities	86.7	86.8	85.7	-0.1	1.2
Elec., Gas and Sanitary Services	17.4	16.9	17.0	3.0	2.4
Wholesale Trade	102.0	99.9	97.1	2.1	5.0
Retail Trade	346.4	341.1	333.3	1.6	3.9
General Merchandise	44.2	43.6	43.1	1.4	2.6
Finance, Insurance and Real Estate	99.4	98.4	98.1	1.0	1.3
Banking	27.3	27.2	26.7	0.4	2.2
Insurance	31.8	31.7	32.7	0.3	-2.8
Service and Miscellaneous	402.4	394.8	389.7	1.9	3.3
Hospitals	71.4	71.4	74.7	0.0	-4.4
Private Education	21.4	22.2	21.4	-3.6	0.0
Government	323.0	323.9	316.0	-0.3	2.2
State Government	78.4	83.2	74.9	-5.8	4.7
Local Government	215.9	212.1	213.0	1.8	1.4

UNITED STATES LABOR FORCE ESTIMATES JUNE	(In Thousands)			Pct. Chg.	
	Latest Month	Month Ago	Year Ago	Month Ago	Year Ago
Seasonally Adjusted					
CIVILIAN LABOR FORCE	113,877	113,803	111,905	0.1	1.8
Employment	105,748	105,288	100,743	0.4	5.0
Unemployment	8,130	8,514	11,162	-4.5	-27.2
Unemployment Rate	7.1	7.5	10.0	-	-

MANUFACTURING EMPLOYMENT *(Unadjusted)* JUNE	(In Thousands) Latest Month	Month Ago	Year Ago
All Manufacturing (Including Canning)	507.0	499.4	486.9
All Manufacturing (Excluding Canning)	500.0	493.2	479.2
Durable Goods	315.7	312.9	298.3
Lumber and Wood Prod., (Except Furniture)	23.7	22.5	20.7
Sawmills and Planning Mills	2.7	2.7	2.7
Millwork, Veneer, Plywood & Prefab. Wood Prod.	10.8	10.0	9.5
Furniture and Fixtures	9.2	9.3	8.6
Household Furniture	4.4	4.5	3.9
Stone, Clay and Glass Products	8.6	8.4	8.4
Concrete, Gypsum and Plaster Products	3.8	3.7	4.0
Primary Metal Industries	20.3	19.6	17.5
Iron and Steel Foundries	11.3	10.9	9.4
Fabricated Metal Products	50.8	50.1	48.7
Heating Equipment (Except Electrical) & Plumbing Fixtures	5.2	5.0	5.1
Fabricated Structural Metal Products	12.4	12.1	11.3
Metal Stampings	12.2	12.2	12.5
Machinery (Except Electrical)	96.4	96.6	93.4
Engines and Turbines	19.4	19.9	19.8
Farm Machinery and Equipment	12.3	12.6	12.7
Const., Min. & Material Handling Mach. & Equip.	12.9	12.9	12.3
Metalworking Machinery and Equipment	10.1	10.0	9.4
Special Industry Machinery (Except Metalworking)	9.7	9.7	9.8
General Industrial Machinery and Equipment	14.1	13.8	12.8
Service Industry Machines	7.6	7.4	7.4
Electrical Machinery, Equipment and Supplies	50.2	50.2	47.7
Electrical Industrial Apparatus	17.5	17.5	16.3
Household Appliances	6.6	6.5	6.1
Transportation Equipment	35.7	35.5	33.2
Motor Vehicles and Equipment	29.2	28.8	27.3
Instruments and Related Products	10.4	10.2	10.1
Miscellaneous Manufacturing	10.3	10.4	10.0
Nondurable Goods	191.3	186.5	188.6
Food and Kindred Products	59.6	57.7	60.9
Meat Products	14.3	13.7	13.9
Dairy Products	17.0	16.6	17.7
Canning and Preserving	7.0	6.2	7.7
Bakery Products	4.6	4.5	5.1
Beverage Industries	9.6	9.5	9.3
Textile Mill Products	5.1	4.8	4.7
Knitting Mills	4.3	4.0	3.9
Apparel and Other Finished Products	7.2	7.0	6.9
Paper and Allied Products	48.3	46.9	47.8
Pulp and Paper Mills	30.2	29.2	29.7
Converted Paper and Paperboard Products	9.6	9.2	9.6
Paperboard Containers and Boxes	7.3	7.3	7.4
Printing, Publishing and Allied Industries	34.1	33.5	33.0
Newspapers	11.0	10.8	10.6
Commercial Printing	14.2	14.0	13.6
Chemicals and Allied Products	9.4	9.3	9.5
Rubber and Misc. Plastics Products	18.9	18.6	17.0
Miscellaneous Plastics Products	14.3	14.1	13.0
Leather and Leather Products	8.5	8.5	8.4
Leather Tanning and Finishing	2.2	2.3	2.5
Footwear (Except Rubber)	4.5	4.4	4.3
Other Nondurable Goods	-	-	-

Section

C WISCONSIN EARNINGS AND HOURS DATA

EARNINGS AND HOURS *(Unadjusted)* JUNE	Average Weekly Earnings			Average Weekly Hours		
	Latest Month	Mo. Ago	Yr. Ago	Latest Month	Mo. Ago	Yr. Ago
All Manufacturing (Incl. Canning)	$413	$412	$400	41.2	41.0	40.8
All Manufacturing (Excl. Canning)	414	414	404	41.2	41.1	40.9
Durable Goods	423	425	409	41.3	41.4	40.8
Lumber/Wood Prod. (Exc. Furn.)	304	304	300	41.2	40.8	41.3
Furniture and Fixtures	308	308	297	41.5	41.7	41.3
Stone, Clay and Glass Products	408	405	377	42.7	42.6	41.7
Primary Metal Industries	407	416	379	42.0	42.4	40.0
Iron and Steel Foundries	424	425	385	42.5	42.5	39.9
Fabricated Metal Products	417	414	399	41.0	41.2	40.6
Fab. Structural Metal Prod.	443	430	410	43.6	42.4	41.5
Metal Stampings	374	388	370	38.0	39.1	39.2
Machinery (Except Electrical)	475	477	450	41.5	41.6	40.6
Engines and Turbines	485	493	482	40.4	40.8	39.8
Farm Machinery and Equip.	534	526	508	41.6	41.5	41.7
Const. and Related Mach.	510	505	439	42.3	41.8	39.1
Metalworking Mach. and Equip.	495	488	435	42.3	41.6	39.8
Spec. Ind. Mach. (Exc. Metal).	477	488	479	43.2	44.1	45.2
Gen. Industrial Mach. and Equip.	486	470	437	41.5	40.7	39.7
Electrical Mach., Equip. and Supp.	397	391	379	41.7	41.1	40.4
Electrical Industrial Apparatus	441	438	416	43.4	42.7	41.6
Transportation Equipment	529	554	562	40.4	42.4	43.5
Instruments and Related Prod.	344	318	316	40.3	38.4	35.8
Nondurable Goods	396	391	385	41.0	40.4	40.7
Food and Kindred Products	376	372	363	39.4	38.8	38.9
Meat Products	354	352	401	38.7	37.8	40.0
Dairy Products	378	363	360	40.1	39.0	39.5
Textile Mill Products	279	285	268	41.3	41.6	40.2
Apparel and Other Fin. Prod.	234	240	217	38.0	38.9	38.4
Paper and Allied Products	481	471	473	44.3	43.5	44.7
Pulp and Paper Mills	508	504	507	45.0	44.6	45.4
Printing, Pub. and Allied Prod.	434	442	420	39.5	39.5	39.1
Chemicals and Allied Products	455	446	431	42.8	42.1	42.5
Rubber and Misc. Plastics Prod.	342	319	324	41.3	39.3	40.0
Leather and Leather Products.	264	264	260	39.1	38.9	39.0

Section

C WISCONSIN EARNINGS AND HOURS DATA

EARNINGS AND HOURS *(Unadjusted)* JUNE	Average Hourly Earnings Including O.T.			Average Hourly Earnings Excluding O.T.		
	Latest Month	Mo. Ago	Yr. Ago	Latest Month	Mo. Ago	Yr. Ago
All Manufacturing (Incl. Canning)	10.02	10.05	9.81	9.65	9.70	9.48
All Manufacturing (Excl. Canning)	10.06	10.08	9.87	9.68	9.73	9.53
Durable Goods	10.24	10.27	10.03	9.90	9.94	9.73
Lumber/Wood Prod. (Exc. Furn.)	7.37	7.44	7.27	7.12	7.18	7.08
Furniture and Fixtures	7.43	7.38	7.19	7.40	7.36	-
Stone, Clay and Glass Products	9.56	9.50	9.05	9.16	9.11	8.74
Primary Metal Industries	9.70	9.80	9.48	9.30	9.37	9.24
Iron and Steel Foundries	9.97	10.00	9.65	9.57	9.60	9.44
Fabricated Metal Products	10.16	10.05	9.82	9.73	9.64	9.49
Fab. Structural Metal Prod.	10.17	10.14	9.88	9.72	9.75	9.64
Metal Stampings	9.85	9.92	9.45	9.66	9.72	9.27
Machinery (Except Electrical)	11.45	11.46	11.09	11.15	11.17	10.87
Engines and Turbines	12.01	12.09	12.12	11.74	11.80	11.87
Farm Machinery and Equip.	12.84	12.67	12.18	12.58	12.38	12.05
Const. and Related Mach.	12.06	12.08	11.23	11.87	11.90	10.92
Metalworking Mach. and Equip.	11.71	11.73	10.93	11.27	11.37	10.68
Spec. Ind. Mach. (Exc. Metal) .	11.04	11.06	10.60	10.57	10.56	10.30
Gen. Industrial Mach. and Equip.	11.71	11.56	11.00	11.30	11.27	10.78
Electrical Mach., Equip. and Supp.	9.51	9.52	9.38	9.22	9.27	9.19
Electrical Industrial Apparatus	10.16	10.26	10.01	9.82	9.92	9.80
Transportation Equipment	13.09	13.06	12.91	12.60	12.56	12.19
Instruments and Related Prod.	8.53	8.28	8.84	8.20	8.23	8.70
Nondurable Goods	9.66	9.68	9.47	9.21	9.26	9.05
Food and Kindred Products	9.54	9.59	9.34	9.16	9.25	8.91
Meat Products	9.16	9.31	10.03	8.89	9.10	9.54
Dairy Products	9.43	9.32	9.11	9.06	9.03	8.77
Textile Mill Products	6.75	6.84	6.66	6.54	6.63	6.46
Apparel and Other Fin. Prod.	6.15	6.17	5.66	6.01	6.00	5.42
Paper and Allied Products	10.85	10.82	10.59	10.33	10.33	10.10
Pulp and Paper Mills	11.28	11.29	11.16	10.71	10.74	10.63
Printing, Pub. and Allied Prod.	10.98	11.19	10.74	-	-	-
Chemicals and Allied Products	10.63	10.60	10.13	10.34	10.38	9.88
Rubber and Misc. Plastics Prod.	8.27	8.12	8.10	7.87	7.82	7.85
Leather and Leather Products.	6.75	6.78	6.67	6.61	6.64	6.50

Section

C SUMMARY OF RECENT WISCONSIN DATA

EARNINGS AND HOURS, MFG. Production Workers (Unadjusted) JUNE	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings Including O.T.			Average Hourly Earnings Excluding O.T.	
	Latest Month	Month Ago	Year Ago	Latest Month	Month Ago	Year Ago	Latest Month	Month Ago	Year Ago	Latest Month	Month Ago
United States	$373	$370	$354	40.9	40.7	40.3	9.13	9.10	8.79	-	-
Wisconsin	413	412	400	41.2	41.0	40.8	10.02	10.05	9.81	9.65	9.70
Selected Areas											
Appleton-Oshkosh (Calumet-Winnebago-Outagamie)	413	410	401	42.5	42.0	42.6	9.72	9.77	9.41	9.29	9.38
Beloit (City)	367	366	387	38.9	38.8	42.2	9.44	9.42	9.16	-	-
Eau Claire (Eau Claire-Chippewa)	424	406	387	42.2	41.4	41.0	10.04	9.80	9.45	9.74	-
Fond du Lac (County)	401	404	352	44.0	44.5	40.3	9.12	9.07	8.74	8.75	8.69
Green Bay (Brown County)	448	440	434	42.3	41.3	41.5	10.60	10.66	10.46	10.22	10.24
Janesville (City)	548	610	516	41.8	44.8	41.0	13.09	13.64	12.59	12.85	13.06
Janesville-Beloit (Rock County)	466	511	445	40.8	42.9	41.2	11.43	11.92	10.80	11.16	11.37
Kenosha (County)	461	464	512	39.3	40.2	43.2	11.74	11.55	11.86	11.28	11.25
La Crosse (County)	338	339	339	37.8	38.3	38.9	8.93	8.86	8.72	8.50	8.51
Madison (Dane County)	393	384	381	40.4	40.0	40.8	9.72	9.59	9.33	9.32	9.24
Manitowoc (County)	359	351	328	40.2	39.6	38.4	8.94	8.86	8.55	8.70	8.71
Milwaukee (Milwaukee-Ozaukee-Waukesha-Washington)	459	457	438	41.2	41.2	40.5	11.13	11.10	10.82	10.72	10.71
Racine (County)	418	418	412	39.9	40.0	40.4	10.47	10.45	10.19	10.15	10.17
Sheboygan (County)	388	390	359	40.5	40.6	38.9	9.59	9.60	9.24	9.24	9.25
Wausau (Marathon County)	392	387	389	42.0	41.8	42.7	9.33	9.25	9.10	8.95	8.91

EMPLOYMENT, MFG. (Unadjusted) JUNE	(In Thousands)			Percent Change	
	Latest Month	Month Ago	Year Ago	Month Ago	Year Ago
United States	19,630.0	19,569.0	18,391.0	0.3	6.7
Wisconsin	507.0	499.4	486.9	1.5	4.1
Selected Areas					
Appleton-Oshkosh (Calumet-Winnebago-Outagamie)	47.7	46.8	45.6	1.9	4.6
Beloit (City)	5.4	5.3	6.1	1.9	-11.5
Eau Claire (Eau Claire-Chippewa)	9.3	9.0	9.3	3.3	0.0
Fond du Lac (County)	9.9	9.7	9.7	2.1	2.1
Green Bay (Brown County)	21.7	20.9	21.0	3.8	3.3
Janesville (City)	11.0	11.0	10.2	0.0	7.8
Janesville-Beloit (Rock County)	18.9	18.7	18.4	1.1	2.7
Kenosha (County)	17.9	17.4	16.9	2.9	5.9
La Crosse (County)	10.5	10.2	10.2	2.9	2.9
Madison (Dane County)	19.4	19.1	19.0	1.6	2.1
Manitowoc (County)	10.6	10.7	11.6	-0.9	-8.6
Milwaukee (Milwaukee-Ozaukee-Waukesha-Washington)	169.1	168.9	163.3	0.1	3.6
Racine (County)	24.9	24.6	23.7	1.2	5.1
Sheboygan (County)	18.4	17.9	17.1	2.8	7.6
Wausau (Marathon County)	12.0	11.5	11.3	4.3	6.2

COMPARABLE WORTH: THE PAY EQUITY ISSUE

Excerpts from Legislative Reference Bureau publication prepared by Dick Pazen

Comparable worth is an approach to achieving pay equity. Until recently, the legal battle for pay equity has been fought in terms of equal pay for equal work--a proposition considered somewhat radical in its day, but now embodied in federal and state laws, including Wisconsin. The idea that people engaged in essentially the same work should receive the same pay is easy to understand. Since few jobs are identical in all respects, the main difficulty with the "equal" approach is deciding what jobs are substantially the same.

Comparable worth is an extension of equal pay for equal work which broadens the concept to embrace equal pay for comparable work; that is, dissimilar jobs that have the same relative value to an organization are entitled to the same pay. Jobs are compared in terms of factors such as knowledge and skills, education, responsibility, demands and working conditions.

Comparable worth is implemented through a system of job evaluation. It is based on the controversial premise that the character and content of dissimilar jobs can be measured and quantified by a common system of objective criteria, with the results used to set compensation. Persons working at comparable jobs could still have different earnings because of seniority, merit pay, incentives or bonuses, piecework or commissions, night shift differentials and similar variables.

OCCUPATIONAL CONCENTRATION

It seems the expression "women's work" also applies to women who are employed outside the home. The labor market is highly segregated by sex. Eighty percent of the women in the work force are concentrated in 20 of the job categories established by the U.S. Department of Labor. This crowding of women into a small number of job classifications that by long-standing tradition are predominantly female is called occupational concentration.

Job domination is generally thought to exist when 70 percent or more of the workers in that category is of one sex, although concentrations commonly range upwards into the 80 to 90 percentile for both men and women. Examples of occupations that are female dominated easily come to mind (a similar list could just as easily be compiled for men). Among the more professional occupations are nurse health care technician, librarian and teacher (elementary and secondary schools). Others include secretary, clerk-typist, food service worker, child care provider, telephone operator, cosmetologist, factory assembler, retail clerk, waitress, household worker, commercial cleaning employe and bank teller.

PAY GAP

The historical division of labor into jobs that were predominantly male or female has been directly coupled with lower pay for women.

Until quite recently, private sector and government employers, labor unions and women seem to have accepted as normal the presumption that jobs traditionally performed by women have less value than positions held by men and deserve less pay.

According to comparable worth advocates, this attitude has been so pervasive over the years that it is difficult to get people to think of so commonplace an occurrence as discriminatory.

Statistically, the earnings of women have been, and continue to be, substantially less than men. Women working full time earn an average of about 60 cents for every dollar men earn.

CAUSES OF CONCENTRATION AND THE GAP

A 1981 study by the National Academy of Sciences (commissioned by the U.S. Equal Employment Opportunity Commission) which examined the issues involved in the comparable worth concept of job compensation concluded that at least half of the circumstances working women find themselves in can be explained by factors other than sex discrimination, but the other half cannot.

Of the causes usually named, the most common relate to married women placing their domestic responsibilities to home, spouse and family before their job, resulting in turnover and absenteeism. This is said to be reflected in a preference for jobs that offer easy entry and exit, proximity to home, flexible or part-time hours and no overtime. Women in general are seen as more apt to interrupt their employment for marriage, pregnancy or caring for children or aged parents. These job interruptions often occur in the critical early years, hindering advancement and accrual of seniority.

Other causes--real or perceived--frequently mentioned include the following:

Women have a preference for sacrificing higher pay and opportunities for clean, indoor, hazard-free work. They also are not always career oriented, not anticipating working all their lives at a particular job or returning to work later on.

Women are generally less prepared from the standpoint of education and experience. Even college-trained women lack degrees in the more demanding academic disciplines (mathematics, physical sciences, economics or business). Women also face barriers to acceptance in professional schools, craft union apprenticeships, on-the-job training and management trainee programs.

Ironically, laws enacted to protect women (relating to hours, physical demands, facilities, working conditions and so on) also serve to impose artificial limitations on what they can be employed to do.

Women are less able to handle heavy, physical labor (employers must provide extra help). Women tend to be committed, undemanding workers who are more willing to accept low pay, shorter career ladders and limited opportunities for advancement. They lack the male breadwinner's motivation to pursue higher earnings aggressively.

Traditional women's jobs are less likely to be unionized, or have been organized for shorter periods of time than male occupations.

A great deal of women's work is in less noticeable back-room or supporting roles, whereas the value-added component of men's work tends to be more obvious.

Employers of women in jobs that are essentially the equivalent of jobs assigned to men have been known to create different job classification titles (based on gender) and pay the women less.

Women are discouraged from pioneering into nontraditional (that is, male) occupations because they must often overcome peer pressure and family expectations, face possible on-the-job harassment, lack information about higher paying jobs, and have few role models.

Women have been entering the work force in ever greater numbers, mostly in occupational areas of traditional female concentration. This continued growth results in: 1) proportionally more women at the lowest-paid entry level positions; and 2) more competition for jobs, which holds down pay and opportunities.

It is clear that some of the reasons listed above are not as valid as they once might have been. The situation has been altered. Because of legislation and great changes in society, women now have far more choices in setting their educational and occupational goals. Statistics show that with better education, affirmative action programs and a new assertiveness, women are taking advantage of their possibilities. The younger women, particularly, are rapidly moving into what were once male-dominated occupations in order to gain more satisfying careers and improved compensation. There has been far less reverse movement--males into traditionally female jobs.

For older women, historic cultural patterns of job stereotyping are hard to overcome. They are not likely to follow the younger pathfinders into formerly male jobs. While attrition will eventually negate this element, the fact remains that jobs traditionally performed by women will still need to be done. Men will not be attracted to these jobs as long as low pay and the "women's work" social stigma is perpetuated.

JOB EVALUATION: KEY TO COMPARABLE WORTH

A basic tenet of the comparable worth approach is the assumption that an equitable, practical mechanism for comparing dissimilar jobs is possible.

All evaluation methods, of course, are judgmental, and first among the several problems associated with the point-factor approach is its inherent subjectivity concerning: 1) what factors are selected for rating, and 2) how the relative weight of each factor is assessed. Troublesome questions are raised. Would two experts--or groups of experts--working independently come up with similar values for particular jobs? Even more basic, can a system be devised to measure fairly and compare the worth of the unique contributions a secretary and a truck

driver make to an organization? Those who support comparable worth think it can be done.

Formal position descriptions, personal interviews and job observations are utilized in the point-factor evaluation process. While the terminology may differ, jobs are usually evaluated on the basis of four general components considered legitimate items for pay differentials: knowledge and skills, mental demands, accountability and working conditions.

Job knowledge and skills refers to factors such as formal training and education, experience and ability. Mental demands relate to judgment, problem solving, decision making, communicating, coordinating, work pace, pressure and interruptions, job complexity and stress. Accountability includes degree of supervision, supervisory duties exercised, freedom to act, impact of errors, importance of job (nature and size) and responsibilities. Working conditions are the environmental factors: surroundings, hazards, risks, cleanliness, noise, discomfort level, physical effort and similar elements.

THE POSITION OF THE ANTAGONISTS

Opponents of comparable worth are appalled at what they feel it would do to the free market principles for setting pay now operating as one of the economic cornerstones of our society. Comparable worth is a radical idea, they say, that declares apples the equal of oranges, and prices them the same.

In their view, a job has no inherent value of its own. Operation of the marketplace dictates its economic worth. Labor is a commodity, worth only what somebody is willing to pay. How much an employer will voluntarily pay for the performance of an activity, and how little somebody will do it for, is fairly determined by a free market in terms of such factors as worker supply and demand, qualifications required, value to the organization, pay in similar jobs in the same geographical area, level of competition and labor contracts. The comparable worth approach would result in unwarranted intrusions by government bureaucracies and the courts in the marketplace system for pricing labor, interfering in the pay structure of every employer. Market constraints will continue to apply to other costs. Because it involves the imposition of arbitrary and subjective wage scales outside free market values, comparable worth is regarded as unworkable as price fixing.

Drastic consequences are predicted:

Chaos will be created in the labor market. Long established, individual business practices will be upset. Our entire economic system will be disrupted and altered. Higher pay without added productivity under comparable worth will increase costs, cut profits, drive jobs overseas, increase foreign competition and hurt the balance of payments. Inflation and fewer jobs will ultimately result. Governmental units will have a large, new budget item to deal with, through either increased taxes or lowered services. Economic development plans will be thwarted. In the private sector, everyone will pay through higher costs of con-

sumer goods and services.

Opponents say that comparable worth really is expensive, special interest legislation masked by talk of fundamental rights and justice.

Many women working in so-called women's jobs have gravitated to those jobs because of personal preference and skills, and will continue to do so in large numbers even though far greater opportunities are now available to them than once was the case. These women--via comparable worth--want protection from the consequences of their choice in the form of higher pay. Unless a great deal more money is pumped into the system, comparable worth is simply an income redistribution scheme. If the size of the economic pie is basically unchanged, slicing it differently will produce losers for every gainer. That being the case, chances are a great deal more money will have to be found somewhere and introduced into the system.

Furthermore, improved pay under comparable worth would remove the incentive for women to upgrade themselves and their jobs. They will be encouraged to remain where they are, perpetuating the concentration and oversupply of women in certain jobs.

Opponents grant that some inequities exist, but do not regard comparable worth as an appropriate remedy. They feel we are already on the right track to solving these problems, without abrupt dislocations, with legislation that has cleared the way for men and women to have access to equal opportunities in education and employment. Upward mobility is seen as the key to better pay. Great progress has already been made with this approach and will undoubtedly continue. They feel there are ample reasons why a so-called pay gap need not have anything to do with sex discrimination. Now that opportunities to better themselves are available, if women do not take advantage of them, they ask: where is the discrimination?

Women simply want more money for what they do. That is natural enough. How many people feel they are paid what they are worth? Workplace arguments about who works hardest and what jobs are more important have always taken place and are not limited to sex. The marketplace sometimes makes odd judgments that often seem unfair concerning what labor society values most. Compare, for instance, the salary of an entertainment personality or professional athlete to that of a president of a great university. It is a natural by-product of living in a free society where government does not control every aspect of the economy.

The comparable worth job evaluation issue essentially boils down to a difference of opinion as to whether or not it can be done. Opponents feel the comparable worth approach to judging the relative value of different jobs presents formidable difficulties and cannot be done in a fair manner. Where it has been attempted (as in the State of Washington), the results have differed widely from free market practices in determining wage assignments. Taxpayers and con-

sumers should not be forced to pay for an artificial inflation of pay based on questionable, subjective job evaluations.

THE POSITION OF THE PROTAGONISTS

Advocates say the arguments of the opposition about how comparable worth would devastate individual employers and the economy cut two ways. If the cure for undervaluing the labor of women would be so disagreeable, it points out how serious the present situation is for most women. Pay equity is badly needed; however, the effects of implementing comparable worth have been grossly exaggerated by its opponents.

Proponents of comparable worth do not deny there will be unavoidable costs connected with its implementation, but say that opponents overstate them as a scare tactic. There is ample historical precedence for overestimating costs whenever economic arguments against legislation to provide for the fair treatment of labor are advanced. Comparable worth will probably not go into effect everywhere at once; and where it does, it can be done on a gradual basis that will not be abrupt or disruptive. For most employers, pay equity adjustments will be small in comparison with total payroll costs.

The economic and social consequences of continuing to undervalue the work of women are also very costly. One hears a great deal about the feminization of poverty, as increasing numbers of women are officially classified as poor by the government. Welfare loads, health costs, crime rates and other social problems are directly related to what women can earn. When comparable worth allows women to increase the earnings by which they support themselves and their families, all society will benefit. The number of families ranked below the poverty level will decrease, removing them from dependency on public support services. Instead of being tax consumers, they become tax payers. Working women will have increased purchasing power that will boost consumer spending. The tax base will be strengthened. These offsetting considerations put the net "cost" of comparable worth into quite a different perspective.

The charge that comparable worth will bring governmental interference implies the employers will not be setting wages. Proponents claim that is not true. Employers will be interfered with only if the wages they pay are shown to be discriminatory. Numerous examples of similar government "interference" in the marketplace for a greater social good exist (child labor laws, minimum wage, OSHA and the Chrysler Corporation bail-out).

More fundamentally, advocates contend that costs should not be an issue when the subject is ending discrimination. Justice does not have a price tag. It is a rights issue when a labor market, distorted with built-in bias, continues to discriminate against women. Employers who have been using women as cheap labor for decades have no basis for complaint about the expense now that the time to end this exploitation has arrived. From an economic standpoint, the continuing sacrifices of most

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Section

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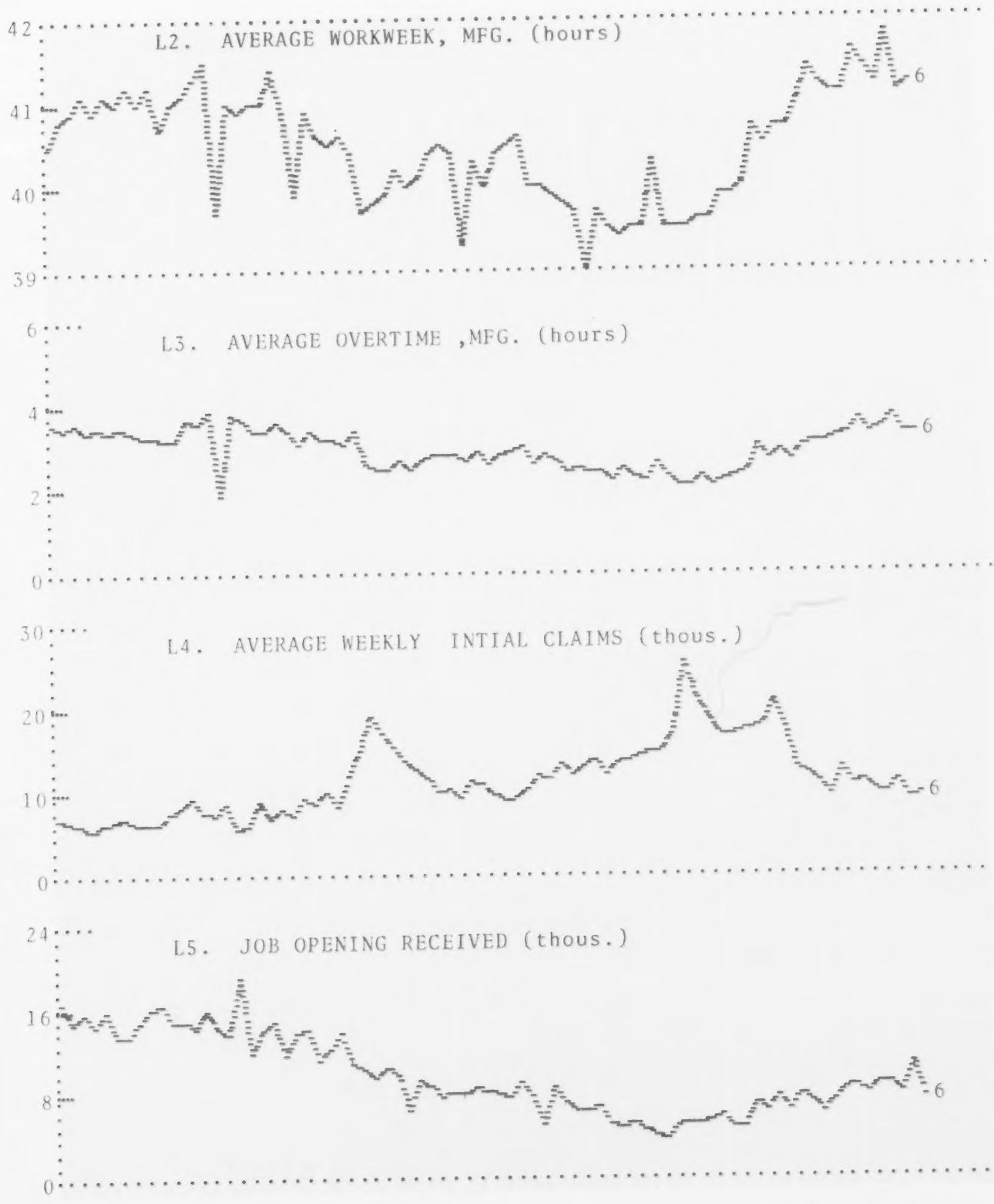

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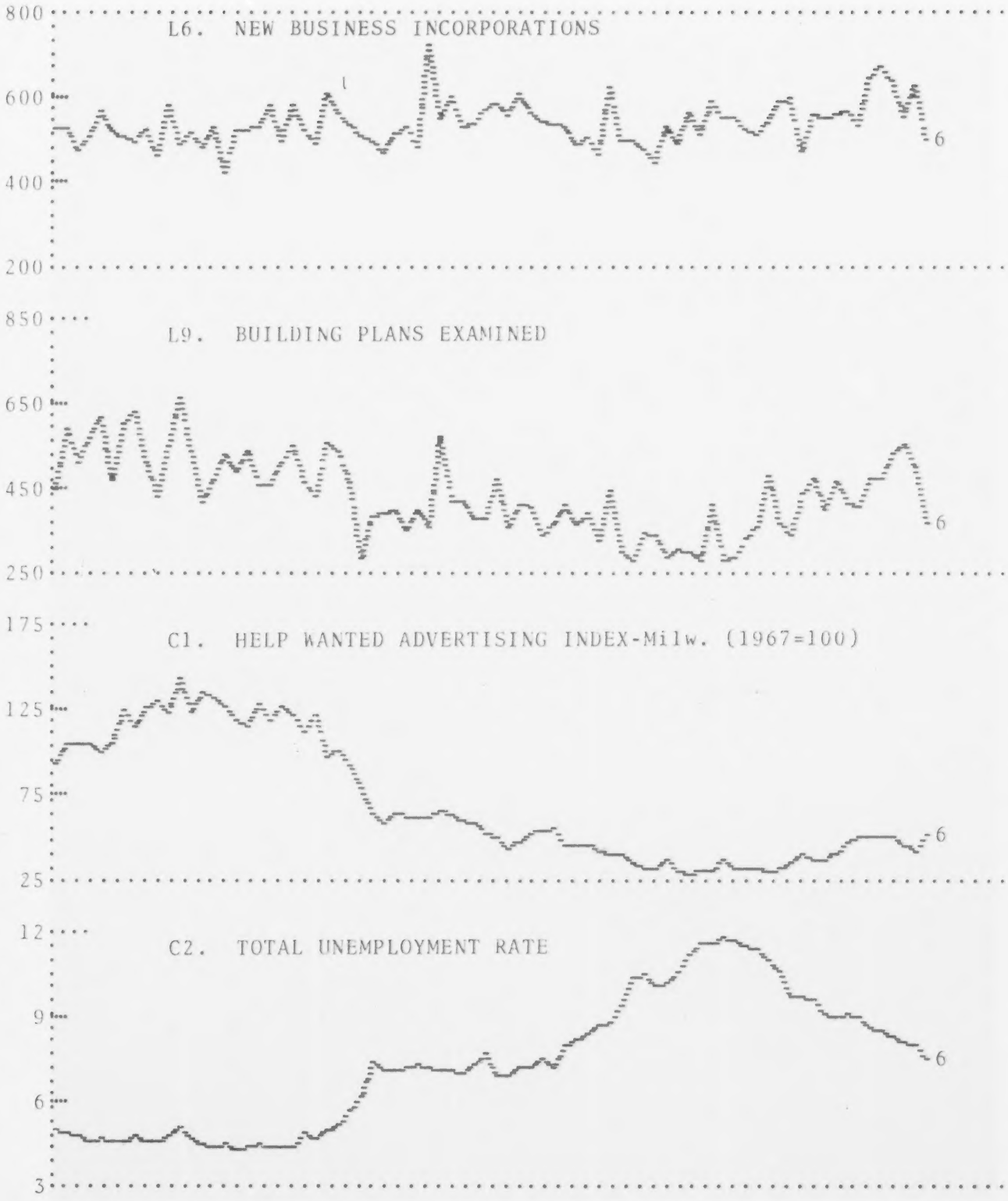

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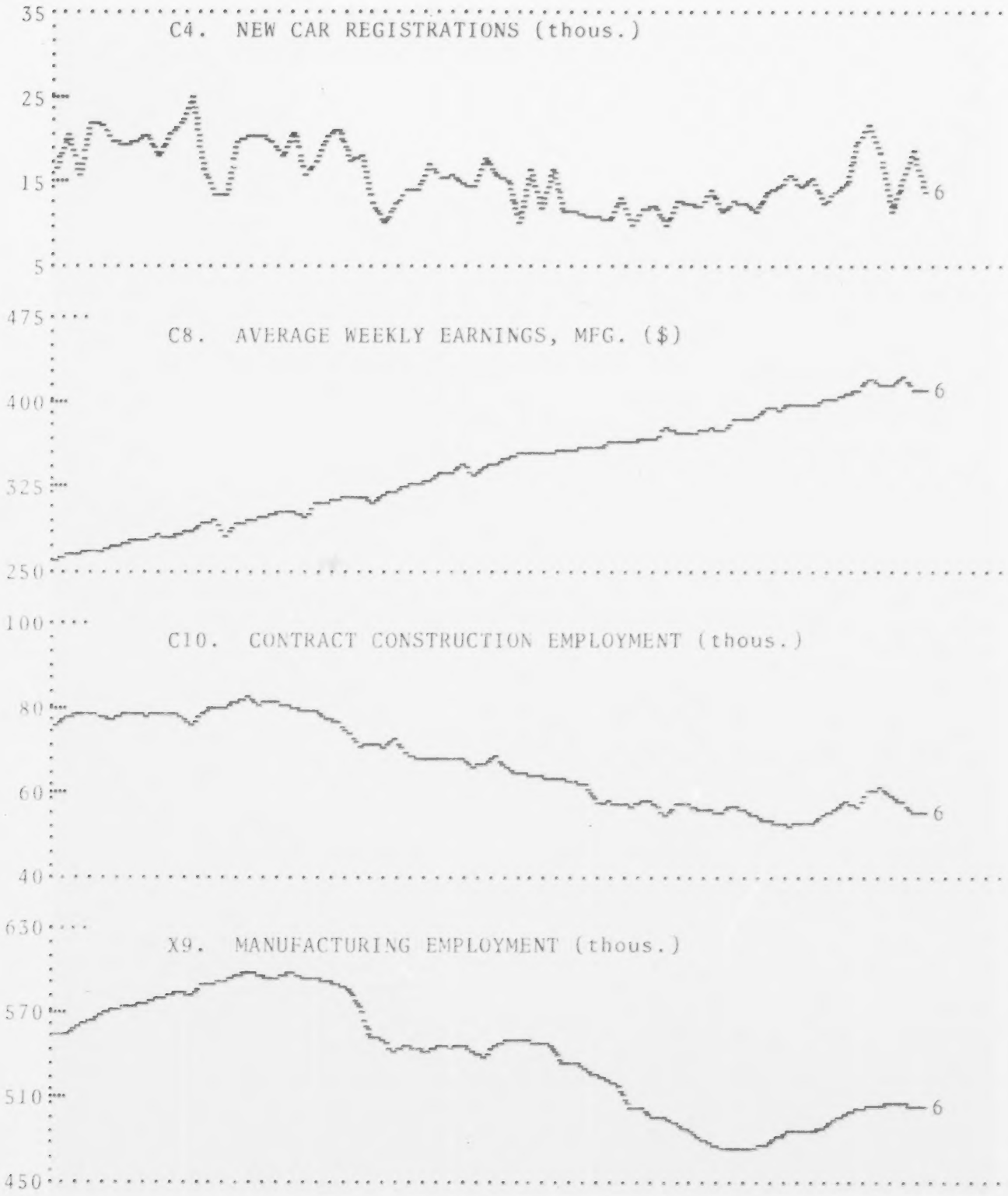

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(Continued from Page 14)

women have been subsidizing everyone else.

Advocates point out the value of the free market in labor pricing is highly questionable to women for whom it has not worked well. Rather than being the even-handed arbiter it is made out to be, they say, it has institutionalized discriminatory practices which resulted from historical social and economic forces. The long-standing bias it perpetuates values men's work higher than women's and results in exclusions and crowding of women into a second-class segment of the labor market, where women must compete mainly with other women. The situation in nursing is used as an example of how the market fails women. Supply and demand forces seem to have little impact in that female-dominated field where low pay in spite of shortages has been documented over a long period of time.

Further evidence that historic job patterns are not the result of a truly free market operating is that the recent enactment of laws removing some of the barriers regarding equal access to educational and job opportunities has resulted in rapid movement by younger women into nontraditional occupations.

Comparable worth may appear to be strictly a women's issue, but pay equity is in the best interest of all workers. Comparable worth is not a question of being paid "enough", or what someone thinks they are "worth", but being paid equitably relative to what others receive for work of comparable value. Lowering or freezing the pay of higher paid employes' pay in order to rectify inequalities under comparable worth is unlikely in the face of the legal, political and practical difficulties that would entail. The assumption is that lower paid employes' pay will be increased.

Comparable worth, it is maintained, would accomplish a great deal toward curing our imbalanced work force by providing more freedom in job choice for men and women. Better pay in traditionally women's jobs will attract male applicants, and women will be free to change jobs--or remain--as they choose. Employers will have more and better people to select from in all work categories. A key element is that women will not be forced to change jobs in order to obtain equitable pay.

As to job evaluation under comparable worth, protagonists maintain, jobs may not have intrinsic worth but they do have relative worth in comparison to other jobs that can be determined. It has been demonstrated that a properly designed job evaluation system can be devised to accomplish this end.

* * * * *